

INFOSYSTEMS

Spotlight on Power Protection • Understanding Data

Operating Systems Obsolete Conversion

E-Mail & Voice Messaging • New Breed of Executive Users

28th Annual DP Salary Survey



UNITED STATES OF AMERICA

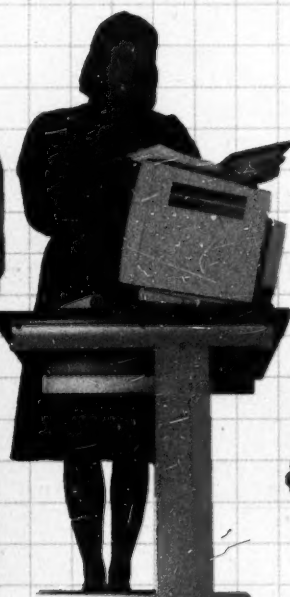
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Secretary of the Treasury



UNITED STATES OF AMERICA

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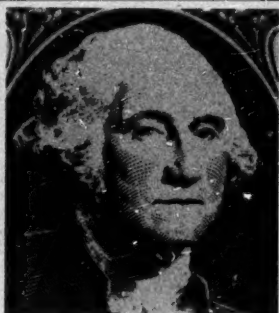
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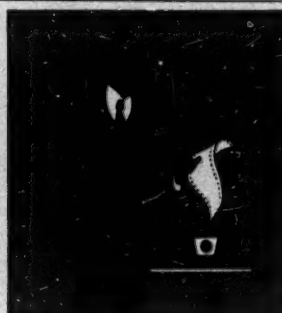
James A. Baker

Secretary of the Treasury





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**NEXT MONTH:
20th Semiannual
Software Review**

The World Is Flat

There has been a minimal increase in DP salaries this year although some functions reported impressive gains.

By Wayne L. Rhodes Jr., Editor

Respondents to INFOSYSTEMS' 28th Annual Data Processing (DP) Salary Survey reported an overall increase this year of less than one percent. That ends a four-year run of steadily increasing salary hikes.

The overall results of the 1986 survey, however, do not mean that salary increases were nominal for all jobs. Managers of data communications, applications programming and systems analysis/programming all recorded significant, double-digit increases. So did tape librarians, input/output control managers in computer operations, and senior and junior data entry operators.

For some other positions—notably data base systems manager, systems programming trainer and project team leader—salaries fell significantly from previous year levels.

According to Ray Winkler, director of research at Hitchcock Research Services, Wheaton, IL, which conducted the survey, the drop in salaries probably in-

dicates that people moved out of the jobs and were replaced with lower-salaried individuals. He believes the unusually low increase in salaries probably reflects a number of variables, not the least of which is last year's relatively low inflation rate in the economy.

Winkler also points out that the biggest winner in the 1985 survey, the data base systems manager, was among the biggest losers this year. The same holds true in the area of systems analysis.

The 0.6 percent increase this year is in marked contrast to last year when INFOSYSTEMS' reported a 7.9 increase in salaries, the largest in five years. This year's results were the first drop in the size of DP raises since a dramatic change after the double-digit increase of 12.8 percent in 1981.

The biggest winner in this year's survey is the data communications manager. Survey respondents reported the average annual salary had gone up from \$32,136 to \$40,248—a 25 percent increase. The recent emphasis on commu-

nications, including the incipient signs of a merger between telecommunications and data communications, could account in part for the sudden surge in the remuneration of this position.

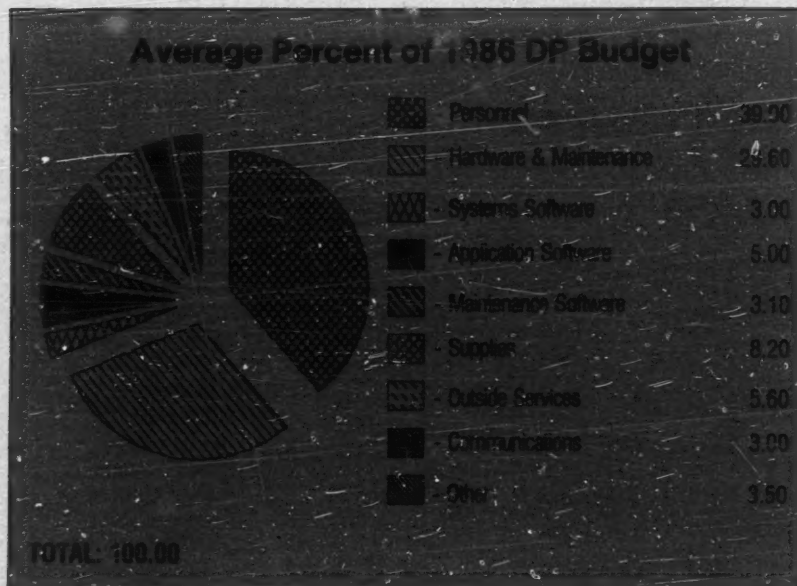
In striking contrast, however, the second place finisher is an old timer: the tape librarian. The salaries reported for this job went from \$15,444 per year up to \$17,992. That's a 16.5 percent raise.

The biggest loser was the systems programming trainer, whose salary dropped from \$24,232 per year to \$19,500, a 19.5 percent decline. Probably more significant, however, is that three of the four systems analysis positions received lower salaries in 1986 than in 1985. The manager/supervisor of systems analysis had the second largest drop in salary from \$44,668 to \$39,000 yearly—a 12.7 percent decrease. The lead and junior systems analysts' salaries dropped and the senior analyst had only a small gain.

The salary survey results are based on more than 6,000 jobs reported from readers at 681 organizations drawn from INFOSYSTEMS' subscriber list. The respondents represent a cross section of those subscribers in terms of location, primary activity at the location, and size of organization. Salaries are based on those in effect as of March 1 this year. Bonuses and other benefits are not included in the salaries.

Nearly 38 percent of the respondents reported at least one mainframe computer at their locations; 80 percent reported having a minicomputer; and 81.5 percent said they have a microcomputer. An average of 1.5 mainframe computers was reported for each location, with the low being one and the high being 25. An average of 4.4 minicomputers was reported and an average of 32.9 microcomputers. The number of microcomputers at a location ranged from one to 995.

The size of the data processing organizations surveyed ranged from one person to more than 200. DP employees make up 2.7 percent of the workforce of their organizations, the highest percentage ever reported by the survey in this cate-



gory. Eight years ago, for example, the figure was 1.3 percent; last year it was 1.9.

Sixty-three percent of the respondents said that their DP organizations have remained about the same size. Twenty-one percent said they had increased in size, and 16 percent said they had decreased.

For the first time since information was collected on the breakdown of the data processing budget, personnel expenses fell below 40 percent of the total. In the two previous years, they were reported at 42.5 and 42 percent, respectively, of the DP budget. Historically, personnel costs have consumed between 40 and 45 percent of the budget. This year they dropped slightly, to 39 percent.

The highest salary reported for the top management information systems (MIS) official was \$150,000 per year. That salary, however, is for the president of a DP service bureau. The largest salary reported for the head of an internal MIS organization was \$115,000, for a vice president of information resources. A vice president of MIS and an MIS executive director each reported salaries of \$100,000.

Geographically, the Mid Atlantic states of New York, Pennsylvania and New Jersey reported the highest salaries

in virtually every job classification. For example, the top MIS official in that region averages \$73,476 annually versus the \$39,312 salary reported for the East South Central region comprising Kentucky, Tennessee, Mississippi and Alabama.

The chemical and energy industries reported the highest salaries almost across the board. The top MIS official in that field averages \$63,336. No clear pattern appeared as to what fields consistently paid less than any others. For example, the lowest reported average salary for the top MIS official, \$41,912, was in the manufacture of machinery, instruments and equipment. But salaries for other DP functions in that area appear fairly competitive with those in other fields.

Turnover seems to be a constant in data processing. Nearly 54 percent of the respondents said they have new employees. The number of new employees was 13.5 percent of total DP employment. That is down from last year when 15.3 percent of employees were reported as new and nearly 60 percent of organizations reported changes.

Compounding the turnover situation, almost a quarter of the respondents said they have one or more unfilled salaried, nonclerical DP positions. The average number of unfilled positions is 2.3. The survey reported that the average number of vacant positions last year was 3.3. Filling those vacant positions probably contributed to the increase in the number of DP employees in the workforce.

Salary Breakouts

A comprehensive breakout of salary information can be found in chart form on the following pages. The breakout is by geographic area, by size of installation and by industry. **(W)**

Number of Employees in DP vs. Company (By equipment rental range)

Rental range Per month	Average Number in DP	Average Number in Company
Under \$3,000	3.6	164.9
\$3,000 to \$4,999	4.5	208.5
\$5,000 to \$9,999	6.8	192.7
\$10,000 to \$14,999	9.0	290.3
\$15,000 to \$19,999	9.5	297.5
\$20,000 to \$24,999	9.7	387.3
\$25,000 to \$29,999	9.9	328.0
\$30,000 to \$34,999	14.3	322.1
\$35,000 to \$49,999	12.9	943.0
\$50,000 to \$74,999	21.0	1205.3
\$75,000 to \$99,999	27.9	1148.2
\$100,000 to \$149,999	138.7	1812.8
\$150,000 and over	199.7	5481.9
Not available	7.9	331.8
All companies	18.3	604.6

Complete DP Salary Survey

A complete copy of INFOSYSTEMS' 1986 DP Salary Survey can be ordered for \$50. The report includes replies to the 18 questions in the study by industry and equipment rental range, as well as salary data for the 41 job functions. Send check or company purchase order to Hitchcock Executive Book Service, Hitchcock Building, 25W350 Geneva Road, Wheaton, IL 60188.

Job Descriptions Available

Detailed job descriptions for the 41 DP positions surveyed are available free of charge. For a copy, enter No. 15 on the Reader Information Card.

Reprints of this article, including all charts, are available from Hitchcock Executive Book Service for \$7.50 each.

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28th Annual DP Salary Survey

Average Reported Weekly Salaries by Geographic Area

Job Description	Job Code	Region Area														National Average Compensation	Change	(No. Firms)
		West Coast	Midwest	South	East North Central	East South Central	West North Central	West South Central	Mountain	Pacific	Other	Unk.	Unk.	Unk.	Unk.			
MANAGEMENT		(38)	(121)	(83)	(119)	(41)	(49)	(51)	(29)	(11)	(14)	(14)	(14)	(14)	(14)			
Top Mgt Official	(01)	943	1413	844	831	786	883	883	883	883	883	883	883	883	883	1082	1921	+0.8
Data Processing	(02)	763	869	788	788	844	783	767	779	772	752	764	752	764	752	752	764	+1.3
Assistant DP	(03)	795	784	685	685	685	685	685	685	685	685	685	685	685	685	751	734	-2.3
Data Base Systems	(04)	781	808	795	795	795	795	795	795	795	795	795	795	795	795	829	742	-12.5
Systems Analysis and Programming																		
Manager/Supervisor	(05)	844	844	844	844	844	844	844	844	844	844	844	844	844	844	844	844	+11.7
Anal	(06)	828	822	854	854	854	854	854	854	854	854	854	854	854	854	854	854	+3.9
Senior	(07)	831	888	888	888	888	888	888	888	888	888	888	888	888	888	888	888	-6.5
Junior	(08)	495	524	483	483	483	483	483	483	483	483	483	483	483	483	517	512	-6.3
Systems Analysis																		
Manager/Supervisor	(10)	743	763	588	588	588	588	588	588	588	588	588	588	588	588	721	708	-12.7
Anal	(11)	886	846	850	850	850	850	850	850	850	850	850	850	850	850	718	678	-4.8
Senior	(12)	831	588	872	872	872	872	872	872	872	872	872	872	872	872	838	831	+2.4
Junior	(13)	511	480	520	520	520	520	520	520	520	520	520	520	520	520	517	505	-7.1
System Programming																		
Manager/Supervisor	(20)	786	731	819	819	819	819	819	819	819	819	819	819	819	819	786	814	+3.3
Anal	(21)	884	887	798	798	798	798	798	798	798	798	798	798	798	798	737	741	+6.3
Senior	(22)	578	737	534	534	534	534	534	534	534	534	534	534	534	534	527	522	+4.5
Junior	(23)	487	527	417	417	417	417	417	417	417	417	417	417	417	417	484	473	-3.7
Trainee	(24)	256	371	371	371	371	371	371	371	371	371	371	371	371	371	423	375	-19.1
Applications Programming																		
Manager/Supervisor	(25)	214	789	888	888	888	888	888	888	888	888	888	888	888	888	644	741	+15.1
Anal	(26)	534	813	778	778	778	778	778	778	778	778	778	778	778	778	528	607	-8.3
Senior	(27)	548	778	833	833	833	833	833	833	833	833	833	833	833	833	578	538	+5.7
Junior	(28)	439	640	595	595	595	595	595	595	595	595	595	595	595	595	483	528	-4.5
Trainee	(29)	370	504	525	525	525	525	525	525	525	525	525	525	525	525	344	341	-6.5
Data Communications																		
Manager	(30)	940	778	798	798	798	798	798	798	798	798	798	798	798	798	818	778	+25.1
Anal	(31)	888	843	843	843	843	843	843	843	843	843	843	843	843	843	843	843	—
Operator	(32)	783	783	783	783	783	783	783	783	783	783	783	783	783	783	481	478	-1.7
Computer Operations																		
Data Center Manager	(33)	688	788	683	683	683	683	683	683	683	683	683	683	683	683	58	670	—
Manager/Supervisor	(34)	576	543	587	544	786	548	578	538	538	538	538	538	538	538	538	538	+0.4
Lead Computer Operator	(35)	376	438	378	387	388	388	371	384	431	384	383	383	383	383	383	383	+1.3
Senior Computer Operator	(36)	887	999	346	346	282	377	357	348	373	388	387	387	387	387	388	387	+2.3
Junior Computer Operator	(37)	288	291	285	285	288	278	305	286	278	297	288	288	288	288	288	288	-2.4
I/O Control Manager	(38)	386	518	384	418	—	—	384	387	382	372	423	423	423	423	423	423	+13.3
Time Librarian	(39)	373	313	372	372	372	372	372	372	372	372	372	372	372	372	372	372	+18.3
Data Entry Supervisor	(40)	348	432	381	381	381	381	381	381	381	381	381	381	381	381	375	401	+4.5
Lead Data Entry Operator	(41)	328	578	386	386	386	386	386	386	386	386	386	386	386	386	381	380	+6.3
Senior Data Entry Operator	(42)	297	316	281	281	281	281	281	281	281	281	281	281	281	281	273	308	+13.7
Junior Data Entry Operator	(43)	287	292	272	282	282	282	282	282	282	282	282	282	282	282	281	274	+13.7
Project/Train Leader	(50)	783	783	783	783	783	783	783	783	783	783	783	783	783	783	783	783	-18.6
Information Center Manager	(51)	783	783	783	783	783	783	783	783	783	783	783	783	783	783	783	783	—
Info. Ctr. Tech. Trainer	(52)	531	551	442	522	—	—	500	550	485	48	536	—	—	—	48	536	—
Manager of Alter. Computers	(53)	632	632	632	632	632	632	632	632	632	632	632	632	632	632	632	632	—
Prod User Specialist	(54)	686	618	658	491	—	—	485	—	—	78	537	—	—	—	78	537	—
User Training Specialist	(55)	478	478	478	478	478	478	478	478	478	478	478	478	478	478	478	478	-0.9

NI - Not Included

**Indicates insufficient information available

Weekly Salaries for All Jobs: Nationwide and by Size of Installation

Job Code		Job Description	NATIONAL STATISTICS										AVERAGE SALARY - BY EQUIPMENT RENTAL RANGE															
			Number Reported					Median Annual Salary					Established Salary Range - Average Low					Established Salary Range - Average High										
			Total	25th Percentile	Median	75th Percentile	Actual Salary	Total	25th Percentile	Median	75th Percentile	Actual Salary	Total	25th Percentile	Median	75th Percentile	Actual Salary	Total	25th Percentile	Median	75th Percentile	Actual Salary	Total	25th Percentile	Median	75th Percentile	Actual Salary	
(01)		MANAGEMENT	205	239	846	1071	1090	1067	1134	2004	852	1204	(19)	711	799	772	838	(80)	543	(84)	589	(32)	(40)	(05)	(07)	(14)	(12)	(20)
(02)		Top Mkt Official	405	304	845	764	791	665	865	1890	647	885		624	(78)	704	759	754	709	812	813	809	958	881	976	911	1225	
(03)		Data Processing	74	282	378	734	778	711	1640	1280	593	831																
(04)		Assistant VP	18	330	576	742	790	749	884	1096	822	882																
(05)		Data Base Systems																										
(06)		Systems Analysis and Prog. writing	184	340	729	836	868	961	826	1761	895	991		686	847	797	784	897	808	829	829	829	829	829	829	829	1069	
(07)		Manager/Supervisor	276	300	594	689	673	675	730	1346	540	732		517	628	548	611	622	629	613	613	613	613	613	613	613	613	
(08)		Lead	697	238	521	684	685	672	673	1153	409	712		540	590	549	522	548	540	565	605	605	605	605	605	605	605	
(09)		Senior	348	360	838	515	497	838	572	915	414	988																
(10)		Systems Analysis																										
(11)		Manager/Supervisor	18	576	824	750	704	807	897	1153	638	850																
(12)		Lead	31	310	386	678	675	676	775	385	549	846																
(13)		Senior	78	385	585	631	636	673	665	521	742																	
(14)		Junior	35	336	654	508	498	481	578	690	452	647																
(15)		Systems Prog. writing																										
(16)		Manager/Supervisor	90	423	668	814	804	961	925	1352	648	991																
(17)		Lead	58	307	568	741	711	838	838	1250	550	850																
(18)		Senior	98	344	558	683	653	653	735	1057	510	794																
(19)		Junior	43	289	377	472	452	519	543	789	685	686																
(20)		Trainer	18	173	205	375	381	370	470	514	346	511																
(21)		Applications Programming																										
(22)		Manager/Supervisor	52	283	673	741	730	682	853	1044	622	939		621	683	800												
(23)		Lead	100	207	507	663	600	673	673	948	482	726		470	614	588	598	558	591	580	680	607	545	538	497	520	540	
(24)		Senior	322	298	476	538	527	519	594	846	453	817		395	560	505	491	485	553	457	401	556	538	497	437	500	540	
(25)		Junior	250	208	385	428	423	480	480	730	354	526		396	455													
(26)		Trainer	58	187	306	341	346	346	384	461	328	463		341	249	338	301											
(27)		Data Communications																										
(28)		Manager	28	330	557	774	730	682	865	1538	633	945																
(29)		Analyst	41	249	461	658	615	661	758	1346	501	740																
(30)		Operator	85	180	343	408	413	394	488	873	342	497		207														
(31)		Computer Operations																										
(32)		Data Center Manager	75	160	500	670	692	576	784	1159	584	841		381	466													
(33)		Manager/Supervisor	102	225	423	534	538	538	606	1240	458	678		385	576	437	499	491	547	508	439	564	571	567	619	652	688	
(34)		Lead Computer Operator	317	145	336	403	380	346	446	768	336	469		334	334	375	342	369	375	389	386	404	414	438	466	564	564	
(35)		Senior Computer Operator	314	190	315	367	350	346	404	821	259	425		305	292	317	339	329	329	327	349	373	378	398	363	438	438	
(36)		Junior Computer Operator	381	125	240	290	288	288	326	580	255	361		251	265	208	277	273	281	257	201	301	320	351	331	344	344	
(37)		Senior Computer Operator	57	225	325	423	401	480	504	972	346	505		300	223													
(38)		I/O Control Manager	54	211	288	346	327	268	380	545	277	392																
(39)		Top Librarian	40	200	320	401	371	365	463	673	329	461		295	371	297	386	444	384	370	380	390	393	322	328	357	386	
(40)		Data Entry Supervisor	102	200	320	401	371	365	463	673	329	461		295	371	297	386	444	384	370	380	390	393	322	328	357	386	
(41)		Senior Data Entry Operator	231	144	280	320	307	225	383	576	266	365		253	309	253	284	302	327	331	242	301	357	366	363	425	434	
(42)		Junior Data Entry Operator	423	118	256	388	388	388	415	227	338	247		338	400	247	259	123	258	295	257	311	375	365	353	388	434	
(43)		Senior Data Entry Operator	283	118	220	271	280	280	308	415	227	338		245	276	238												
(44)		Junior Data Entry Operator	440	625	678	678	730	730	900	615	861																	
(45)		Project/Team Leader	29	384	653	743	719	710	885	1000	669	948																
(46)		Information Center Manager	46	319	573	534	502	577	780	648	588																	
(47)		Info. Ctr. Analyst/Trainer	32	346	500	616	537	590	730	1153	521	718																
(48)		Manager of Microcomputers	18	238	425	537	485	461	609	961	458	653																
(49)		User Training Specialist	21	288	361	449	458																					
(50)																												

MANAGEMENT

Top Mkt Official

Data Processing

Assistant VP

Data Base Systems

Systems Analysis and Prog. writing

Manager/Supervisor

Lead

Senior

Junior

Systems Analysis

Manager/Supervisor

Lead

Senior

Junior

Systems Prog. writing

Manager/Supervisor

Lead

Senior

Junior

Trainer

Applications Programming

Manager/Supervisor

Lead

Senior

Junior

Trainer

Data Communications

Manager

Analyst

Operator

Computer Operations

Data Center Manager

Manager/Supervisor

Lead Computer Operator

Senior Computer Operator

Junior Computer Operator

I/O Control Manager

Top Librarian

Data Entry Supervisor

Senior Data Entry Operator

Junior Data Entry Operator

Project/Team Leader

Information Center Manager

Info. Ctr. Analyst/Trainer

Manager of Microcomputers

User Training Specialist

10000-14999

15000-19999

20000-24999

25000-29999

30000-34999

35000-39999

40000-44999

45000-49999

50000-54999

55000-59999

60000-64999

65000-69999

70000-74999

75000-79999

80000-84999

85000-89999

90000-94999

95000-99999

100000+

10000-14999

15000-19999

20000-24999

25000-29999

30000-34999

35000-39999

40000-44999

45000-49999

50000-54999

55000-59999

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